

Exposure Organisation Limited

REPORT OF THE TRUSTEES AND FINANCIAL STATEMENTS For the year ended 31 March 2023

Report of the trustees	Pages 2 to 11
Report of the independent examiner	Page 12
Statement of financial activities	Page 13
Balance sheet	Page 14
Notes to the financial statements	Pages 15 to 20

Registered company number 03455480
Registered charity number 1073922



Exposure Organisation Limited

REPORT OF THE TRUSTEES

The trustees, who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 March 2021. The trustees have adopted the provisions of the Statement of Recommended Practice (SORP) 'Accounting and Reporting by Charities' issued in January 2015 in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) effective 1 January 2015.

Reference and administrative details

Registered company number

03455480

Registered charity number

1073922

Registered office

The Bigger Shoe Box, Muswell Hill Centre, Hillfield Park, London N10 3QJ

Trustees

David Hill *Chairman*, Jonathan Bloch, Rebecca Burns, Vivien Hanney, Iacovos Koumi

Company secretary

Andreas Koumi *Manager & Secretary*

Accountants

Goldwins Limited, Chartered Accountants, 75 Maygrove Road, London NW6 2EG

Overview

Founded by young people in north London in 1996, Exposure is a multi-award-winning grassroots youth communications charity giving young people a voice. Exposure empowers 15 to 25-year-olds from diverse and often challenging backgrounds to enjoy the benefits of volunteering. They campaign for positive change on issues they are passionate about and in which they have lived experience. Long-established partnerships ensure Exposure is able to reach those most marginalised.

During the year Exposure engaged with 125 young people, delivering youth communications workshops in local schools/colleges, through other charitable partners and via additional blended one-to-one support using email, phone and videoconferencing. Young people were nurtured to harness digital technology meaningfully, intelligently and positively, applying their knowledge, experiences, vitality and idealism in the service of others. They were guided and trained to produce and share a wide range of compelling creative content, including articles, poetry, fiction, graphics, podcasts and short films for exposure.org.uk and associated social media.

Campaigns included elevating young females, the importance of remaining hydrated, getting vaccinated against Covid-19, tackling online grooming by extremists, celebrating difference and the impact of food waste on climate change.

The charity also embarked on a comprehensive review of its mission, and approach to service delivery and fundraising, with external guidance and in consultation with its young people, to aid recovery following the pandemic.



Exposure Organisation Limited

Structure, governance and management

Governance

Exposure is the marketing name of the registered charity Exposure Organisation Limited, which is governed by its memorandum and articles of association dated 25 January 1999, as amended on 17 October 2001 to allow for current governance arrangements. The charity is a company limited by guarantee and has no share capital. The liability of each member in the event of winding-up is limited to £10.

Membership of the charity is open to any individual aged 18 or over who has contributed to Exposure's work and who supports its objectives. In the case of volunteers, eligibility is established by active involvement over a six-month period. There are currently 16 members of Exposure. Beneficiary involvement in Exposure's commissioned creative production activities obviates the need for the charity to have a trading subsidiary.

Recruitment, appointment and retirement of trustees

The charity's articles of association require the appointment of not less than three trustees. New trustees are appointed for a term of three years by invitation of existing trustees. This is subject to election by existing trustees at a board meeting and approval by charity members at the subsequent annual general meeting.

Appointed a trustee of the charity on 19 April 2000, Iacovos Koumi is the brother of Andreas Koumi. Andreas Koumi gained his position as Manager & Secretary by virtue of his former employment at Haringey Council's Youth Service, which was instrumental in supporting the establishment of the charity as a company limited by guarantee on 27 October 1997 and as a registered charity on 11 February 1999. Iacovos Koumi was not involved in Andreas Koumi's appointment, nor is he involved in any decisions concerning Andreas Koumi's remuneration. The board has established appropriate arrangements for dealing with situations where conflicts of interest may arise. The Charity Commission approved these arrangements on 21 February 2003.

On 19 October 2022, Rebecca Burns retired as a trustee, stood for re-election and was duly re-appointed by the members. None of the trustees had any beneficial interests in the charity or were paid for their duties during the year.

Induction and training of new trustees

Prior to appointment, new trustees are required to demonstrate a sound knowledge of the charity's purpose and activities, to study its annual report and accounts, and to read and adhere to all its policies and procedures. New trustees are also required to provide two professional references to vouch for their suitability and also to undertake a Disclosure and Barring Service (DBS) check.

New trustees are required to understand that they have overall responsibility for overseeing the charity's management and administration, for making decisions on its behalf in conjunction with their fellow trustees, and for advising on fundraising and other income generation activities ensuring that monies are properly spent and accounted for.

New trustees are made aware that they must always act in the best interests of the charity and are not able to benefit directly or indirectly from its activities. If employed, they are required to clear their involvement in Exposure with their employer to ensure there is no conflict of interest.



Exposure Organisation Limited

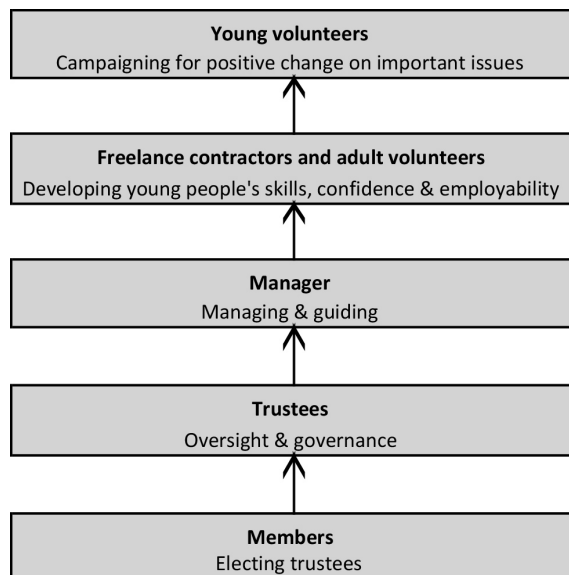
Structure

Material matters of policy and strategy are decided at regular meetings of Exposure's board of trustees, while day to day management of the charity is delegated to the Manager & Secretary who is responsible for operational matters including finance, appointing freelance contractors and adult volunteers, development of young people and all youth communications related activities. The Manager & Secretary reports to the board on Exposure's activities, achievements, financial position and plans at regular board meetings. All expenditure over £1,500 must be approved by the Chairman or, in his absence, another trustee.

The following staff and freelance contractors are involved in Exposure's work:

- Andreas Koumi *Manager & Secretary (member of staff)*
- Fran O'Connell *Project Manager/Creative Trainer*
- Nikol Nikolova *Campaigns Assistant*
- Jamie Aldridge *Campaigns Assistant*

Exposure also engaged 40 of its most committed young people, as freelance creatives to deliver creative work on commissioned campaigns, against a clear brief. Exposure places young people at the top of its organisational structure, reflecting the charity's approach of undertaking campaigns initiated or inspired by young people, with support and guidance from experienced adults.



Volunteers

All Exposure's direct beneficiaries are also young volunteers, contributing to creative campaign work which they inspire and initiate. While Exposure is open to all young people, most are from diverse and often challenging backgrounds. On joining, they sign up to Exposure's charter, a document detailing young people's rights and responsibilities, and highlighting the charity's mission, values and complaints procedure.

Adult volunteers, like Exposure's trustees, staff and freelance contractors, are required to adhere to all Exposure's policies and procedures, in particular its volunteering, equality and diversity, and safeguarding policies, and to undertake a DBS check. During the year, adult volunteers were involved in supporting young people to express themselves through Exposure's campaign work.

Main sources of funding

Exposure's main source of funding during the year was from John Lyon's Charity, which provided a grant worth £40,000. Exposure also received smaller amounts from the National Lottery and a range of charitable trusts, foundations and local organisations.

Exposure Organisation Limited

As Exposure's income is generated through grant applications to institutional funding bodies and commissions by other organisations seeking to engage and benefit young people the charity is not a member of the Fundraising Standards Board.

Risk management

Major risks identified by the trustees are:

- harm to young people while in Exposure's care
- economic uncertainty leading to a sustained lack of funding opportunities
- reputational damage of accepting donations from an inappropriate source
- loss or reputational damage arising from the dissemination of copyright or defamatory material
- loss or misappropriation of data or resources
- using grants other than in line with funder requirements
- interruption of services due to an incident such as fire, flood, power failure or epidemic
- reputational damage due to young freelance professionals not providing creative services as required.

These risks are mitigated by maintaining adequate insurance cover, financial reserves and cash resources, and by having appropriate policies, procedures and guidance, reviewed regularly and available to all staff and freelance contractors via the Exposure internet file hosting service, for:

- safeguarding young people
- health and safety
- guidance for indoor and outdoor working during a pandemic
- equality and diversity
- electronic communication with young people
- young people's rights and responsibilities (Exposure charter), anti-bullying, complaints and whistleblowing
- donation acceptance and expenditure approval
- information security, data protection, AI risk management
- code of conduct for young freelance professionals
- business continuity, succession planning and winding down.

New grant applications are submitted regularly to progress operations in accordance with the evolving needs and demands of young people. Plans for progressing operations are detailed in the section on 'Future developments' on page 10.

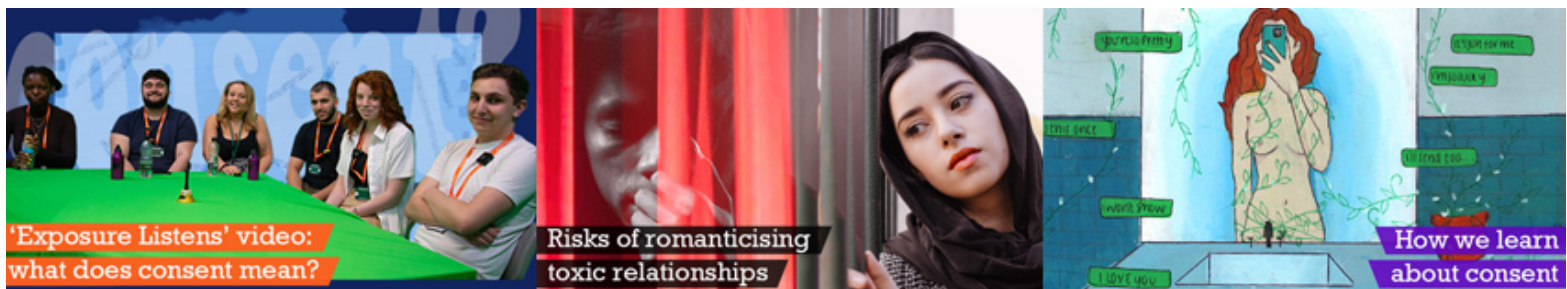
Experienced editorial personnel review all outputs published on the Exposure website and/or shared on social media. Cash balances held at banks are within government deposit protection limits.

Objectives, aims and activities

Objectives

In accordance with its memorandum, the charity's objects are to:

- advance the education and development of children and young people and in so doing provide and assist in the provision of training for children and young people in subjects which may include publishing, printing, journalism and broadcasting, and
- provide and assist in the provision of facilities for the recreation and other leisure-time occupation of children and young people so as to assist them in growing to full maturity as individuals of society.



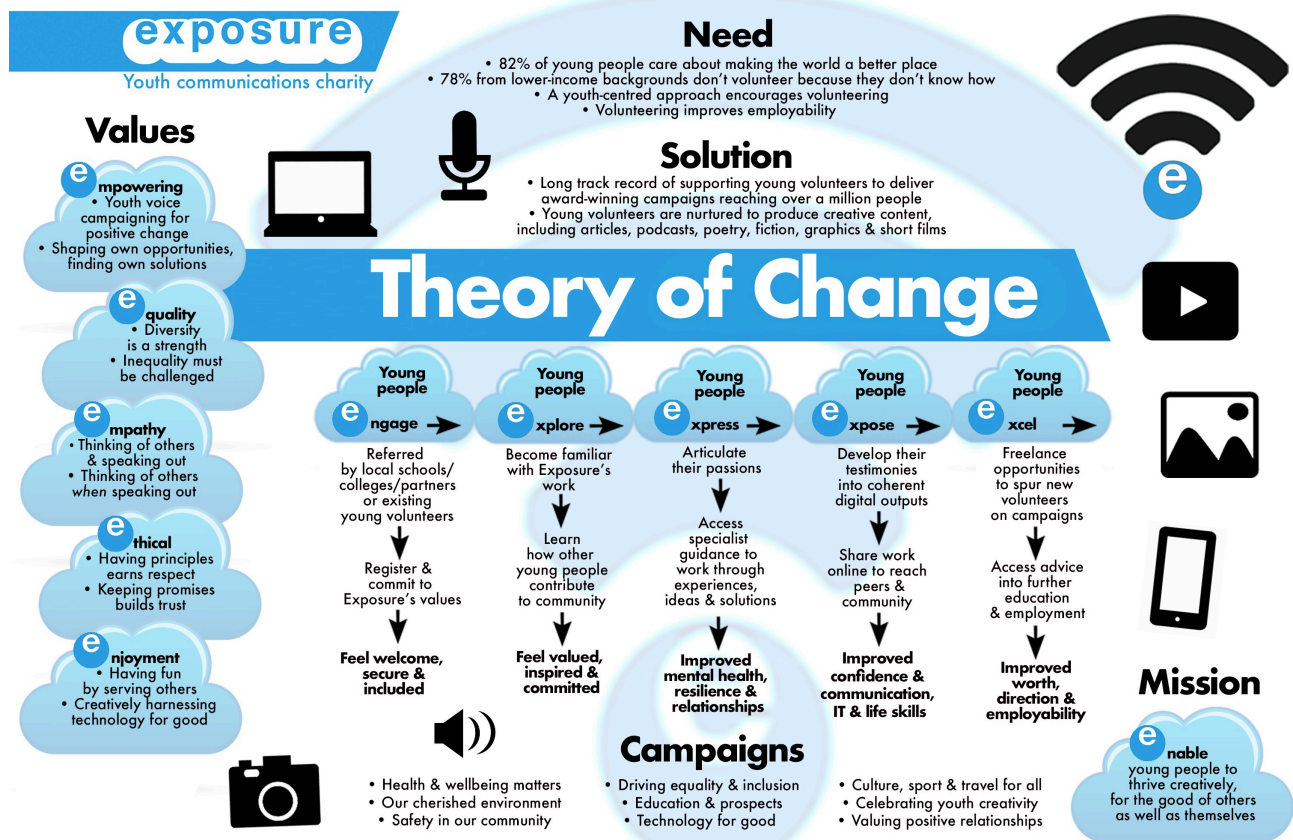
Aims

Exposure empowers 15 to 25-year-olds from diverse and often challenging backgrounds to enjoy the benefits of volunteering. Young people campaign for positive change on issues they are passionate about and in which they have lived experience, through exposure.org.uk and associated social media. They are guided and trained to produce a wide range of compelling creative content, including articles, poetry, fiction, graphics, podcasts and short films.

While developing life-changing work-based skills, opportunities and contacts, and an online creative portfolio on an independent platform, young people also experience narrative therapy. They help themselves through helping others, raising consciousness, tackling stigma, breaking taboos and hence improving their confidence, mental health, resilience and relationships.

Theory of Change

The schematic below illustrates how Exposure's interventions support young people to thrive creatively, for the good of others as well as themselves.



Activities

Having regard to the Charity Commission's guidance on public benefit, Exposure's significant activities during the year were:

- Delivering youth communications workshops enabling young people recruited through local schools, colleges, other youth organisations or recommendation by existing young people to campaign for positive change on issues they are passionate about
- Engaging 125 young people directly, with most contributing tangibly to Exposure's campaign work, demonstrating and reporting improvements in their skills and confidence
- Disseminating young people's creative work – through the Exposure website, social media and other professional media – providing thousands of other young people and the wider community with information, advice and guidance
- Undertaking a comprehensive review of its mission, approach to service delivery and fundraising, with external guidance and in consultation with its young people, to aid recovery following the pandemic.

Achievements and performance

Achievements

Young people were supported to campaign on a range of important issues. These included empowering young females, the impact of food waste on climate change, the importance of remaining hydrated, especially during hot weather, getting vaccinated against Covid-19, tackling online grooming by extremists and celebrating difference.

Exposure was able to secure additional funding from National Lottery Awards for All, Jack Petchey Foundation, Your Best Friend Fund, The Grocers' Charity, Barnet Together and Young Barnet Foundation in support of its campaign work. A number of Exposure's young contributors were nominated for awards for their outstanding achievements, and had their work published in local newspapers and other publications. Others were supported into higher education and work.

Performance

General activities

Exposure worked face-to-face with students in local schools, colleges and other venues, as well as remotely with young people, directly and through the charity's partnership work. They were provided with tailored questionnaires to prompt responses in 15 subject areas, as well as production tips and detailed guidelines to develop their testimonies into coherent digital outputs. Young people were guided and trained to address creatively mental health and wellbeing, culture, identity, discrimination, education, relationships, technology, creativity, careers and the environment.

They developed compelling content for Exposure's website exposure.org.uk and social media – reports, features, articles, reviews, interviews, poetry, fiction, graphics, photographs, podcasts and short films – to inform, inspire and reassure their peers, families and wider community.

Updated at least twice a week, Exposure's website receives an average of 4,600 active users per month. Exposure has over 6,000 followers on social media, mainly local young people, parents, teachers and other supporters. Young people produced over 150 posts for the Exposure website and social media during the year.

'Her Take' campaign on issues important to young females

Exposure empowered young females to campaign on important issues, including porn, misogyny, toxic relationships, gender expression and identity, bereavement, manipulation, pride, oppression in other countries, abortion, grooming, the male gaze and consent.

Connecting with former Exposure contributors

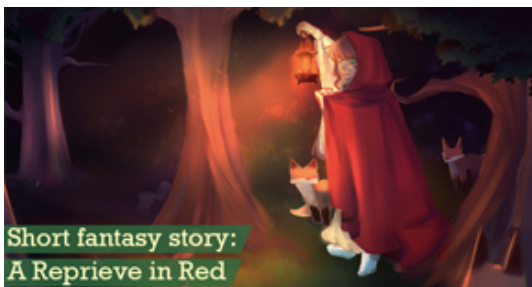
Exposure's young people made contact with and interviewed successful former contributors, now making a positive impact on the world in their chosen careers, to learn from their experiences and be inspired by their achievements.

Campaign to encourage young people to drink water

During the hot summer months, Exposure bought its dedicated young people an Exposure-branded water bottle. They posed for a photograph with their bottle to promote on social media the importance of remaining hydrated.

'Get Jabbed Now' Covid-19 vaccination campaign

Young people undertook a social media campaign to encourage reluctant peers and communities to get vaccinated against Covid-19, addressing some of the barriers and myths surrounding getting the vaccine.



Short fantasy story:
A Reprieve in Red



Poem about inner beauty:
What is Perfection?



Poem about a natural
beauty: Tree



'Extreme Caution' campaign to tackle online grooming and hate

Young people undertook a campaign to tackle online grooming, abuse and fake news by extremists, giving tips on online resilience and safety.

'Celebrate Difference' campaign

Leading on from 'Extreme Caution' young people undertook a campaign to combat hate by promoting their cultures/identities and celebrating their differences.

'Waste Wise' campaign

Young people raised awareness of food waste and sustainable consumption, and offered advice on how everyone can contribute to save the planet, through a series of films.

Partnership work

Exposure maintained effective partnerships with a range of youth organisations, to ensure Exposure reached especially marginalised young people offering them a voice and creative outlet to campaign for positive change. Partners included:

- Write By You to support disadvantaged young females to develop their creativity through writing short stories and poetry
- Leighton College Elfrida Rathbone to support students with mild to moderate learning disabilities
- BreadnButter healthy cooking specialists, supporting young people with learning difficulties to raise awareness of the impact of food waste on climate change
- Coram Voice children's rights charity, publishing the stories and experiences of care-experienced young people
- Harington to support young adults with learning disabilities and/or difficulties
- Barnet Together to support young people to encourage their peers and marginalised communities to get vaccinated against Covid-19
- Young Barnet Foundation to support young people to tackle online grooming and hatred by extremism.

Measuring impact

Exposure has developed the 'Exposure Star' outcomes chart, a guided self-assessment tool, to track impact, measure progress and identify future goals of young people. Young people report on the impact Exposure has on their health, resilience, confidence, relationships, ability to express themselves, skills, attitudes to work and future aspirations.





Financial review

Financial performance

Total income for the year was £72,668, up from £69,673 last year. Total expenditure was £91,063, up from £79,146, last year due mainly to engaging young freelance creatives on commissioned campaigns. The net deficit for the year was £18,395 compared with a net deficit of £9,473 last year. Net assets decreased from £108,973 to £90,578. The cash balance at year-end was £109,491.

Reserves and investment policy

The trustees review Exposure's reserves and investment policy annually with a view to enabling the charity to meet its plans and obligations to address the needs and safeguard the wellbeing of its beneficiaries should core funding be reduced substantially or any other exceptional event occur.

Reserves have enabled Exposure to remain resilient in the wake of the pandemic, austerity and the increasingly uncertain funding environment. Reserves may be drawn upon for exceptional payments, for example to cover sickness or redundancy, to repair or replace broken or obsolete computer hardware and software, or to provide working capital to cover delayed grants and creative service fees. Reserves also allow the charity to continue serving its young beneficiaries during periods when available funding does not fully cover operating costs.

For the forthcoming year, the trustees have designated funds totalling £50,000 towards realising the plans outlined in this report, as follows:

- £15,000 towards designing and developing a new website for the charity, in consultation with beneficiaries
- £15,000 towards campaign work addressing young people's mental health and resilience
- £20,000 towards campaign work addressing equality issues.

The remaining reserves ensure that, for at least six months, the charity can guarantee to:

- provide uninterrupted services to existing beneficiaries, before having to consider withdrawing, in a careful and appropriate way, and transitioning beneficiaries to new sources of support
- fulfil its obligations to partner organisations that refer young people to the charity, such as schools, colleges, youth charities and local authorities.

A winding down procedure has been drawn up to be triggered in the hopefully unlikely event that unrestricted reserves fall to £15,000, so as to leave enough funds for orderly winding down and dissolution, including redundancy payments. Cash resources are deposited in separate banks to ensure protection under the Financial Service Compensation Scheme.





Future developments

Meet the needs and demands of young people

Exposure's first priority for the coming year will be to meet its charitable objectives through delivering campaigns in response to the needs and demands of its young people.

In particular, Exposure is looking to deliver a campaign titled 'The Grateful Project' helping to build young people's resilience, during these troubled times, through reminding themselves, and by extension their peers, families and wider community what they have to be grateful for.

Exposure is also looking to deliver more campaign work in support of:

- LGBTQ+ young people and their allies, exploring LGBTQ+ issues, the challenges of coming out to family, friends and the wider community, dispelling myths and stigma surrounding gender identity, celebrating all the positives of being LGBTQ+ and the achievements of LGBTQ+ people
- young women and their allies, voicing concerns and sharing experiences about safety, inequality, misogyny and toxic masculinity
- combatting hate by enabling young people to promote their cultures/identities and celebrate their differences.

Embed its renewed approach to service delivery and fundraising

Additionally, with support from external expertise and in regular consultation with its young people, Exposure is looking to embed its renewed approach to service delivery and fundraising, as a charity specialising in offering young people volunteering opportunities to campaign for positive change. In particular Exposure is looking to:

- commission an upgrade of its website
- enhance further its social media presence and keep abreast of how young people are utilising technology
- market to media corporates interested in charitable giving as part of their commitment to social responsibility
- establish strategic, income generating partnerships with trusted and professional youth organisations that share Exposure's values as detailed in the charity's Theory of Change on page 6.





Statement of trustees' responsibilities

The trustees (who are also the directors of Exposure Organisation Limited for the purposes of company law) are responsible for preparing the report of the trustees and the financial statements in accordance with applicable law and United Kingdom Generally Accepted Accounting Practice.

Company law requires the trustees to prepare financial statements for each financial year, which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing those financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity SORP;
- make judgements and estimates that are reasonable and prudent; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Thank you

Exposure thanks all funders, clients, supporters, staff, freelance contractors, suppliers, members and volunteers for their continued support.

On behalf of the board

David Hill

David Hill *Chairman*

6 September 2023



REPORT OF THE INDEPENDENT EXAMINER

I report to the charity trustees on my examination of the accounts of the company for the year ended 31 March 2022.

Responsibilities and basis of report

As the charity's trustees of the company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 (the 2011 Act). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5) (b) of the 2011 Act.

Independent examiner's statement

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view which is not a matter considered as part of an independent examination'; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.



Anthony Epton BA, FCA, CTA, FCIE

Goldwins Limited
Chartered Accountants
75 Maygrove Road
London NW6 2EG

8 September 2023

Exposure Organisation Limited

STATEMENT OF FINANCIAL ACTIVITIES For the year ended 31 March 2023

	Unrestricted funds £	Restricted funds £	2023 Total funds £	Unrestricted funds £	Restricted funds £	2022 Total funds £
Income from						
Charitable activities (see Note 2)	1,805	56,000	57,805	1,993	66,487	68,480
Other income (commissions)	14,385	-	14,385	1,150	-	1,150
Investment income	478	-	478	43	-	43
Total income	16,668	56,000	72,668	3,186	66,487	69,673
Expenditure on						
Charitable activities (see Note 3)	1,640	89,423	91,063	1,194	77,952	79,146
Total resources expended	1,640	89,423	91,063	1,194	77,952	79,146
Net incoming resources	15,028	(33,423)	(18,395)	1,992	(11,465)	(9,473)
Transfer between funds	(33,423)	33,423	-	(11,465)	11,465	-
Net movements in funds	(18,395)	-	(18,395)	(9,473)	-	(9,473)
Reconciliation of funds						
Total funds brought forward	108,973	-	108,973	118,446	-	118,446
Total funds carried forward	90,578	-	90,578	108,973	-	108,973

The attached notes form part of these financial statements.

Exposure Organisation Limited

BALANCE SHEET At 31 March 2023

	Unrestricted funds £	Restricted funds £	2023 Total funds £	2022 Total funds £
Fixed assets				
Tangible assets (see Note 5)	-	1,272	1,272	2,545
Current assets				
Cash at bank and in hand	91,755	17,736	109,491	164,331
	91,755	17,736	109,491	164,331
Creditors				
Amount falling due within one year				
– other creditors (see Note 6)	(1,177)	(18,432)	(19,609)	(56,630)
Net current assets	90,578	(696)	89,882	107,701
Net assets	90,578	-	90,578	108,973
Funds (see Note 7)				
Unrestricted funds:				
Undesignated			40,578	8,973
Designated			50,000	100,000
			90,578	108,973
Restricted funds			-	-
Total funds			90,578	108,973

The attached notes form part of these financial statements.

For the financial year ended 31 March 2023, the company was entitled to exemption from audit under Section 477 of the Companies Act 2006, and no notice has been deposited under Section 476.

The directors acknowledge their responsibilities for ensuring that the company keeps accounting records which comply with section 386 of the Companies Act 2006 and preparing financial statements which give a true and fair view of the state of affairs of the company as at the end of the period and of its profit or loss for the financial period, in accordance with the requirements of sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006, so far as applicable to the company. The financial statements have been prepared in accordance with the special provisions relating to small companies within Part 15 of the Companies Act 2006 and in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015).

The financial statements were approved by the board on 6 September 2023.

David Hill

David Hill Chairman

NOTES TO THE FINANCIAL STATEMENTS

1 Accounting policies

Accounting convention

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102 – effective 1 January 2015) – (Charities SORP FRS 102) and the Charities Act 2011.

The charitable company meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy or note.

Going concern

The trustees consider that there are no material uncertainties about the charitable company's ability to continue as a going concern. The trustees do not consider that there are any sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next reporting period.

Incoming resources

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the income have been met, it is probable that the income will be received and that the amount can be measured reliably.

Income from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred. Income received in advance for the provision of specified service is deferred until the criteria for income recognition are met.

Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank.

Donations of gifts, services and facilities

Donated professional services and donated facilities are recognised as income when the charity has control over the item or received the service, any conditions associated with the donation have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), volunteer time is not recognised and references is made to the trustees' annual report for more information about their contribution (page 4).

Fund accounting

Unrestricted funds are available to spend on activities that further any of the purposes of the charity. Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside to use for a specific purpose. Restricted funds are donations which the donor has specified are to be solely used for particular areas of the charity's work or for specific projects being undertaken by the charity.

Resources expended

Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Tangible fixed assets

All fixed assets are initially recorded at cost. Depreciation is provided at the following annual rates in order to write off each fixed asset over its estimated useful life:

Equipment – 25% on cost

Exposure Organisation Limited

Taxation

The charity is exempt from corporation tax on its charitable activities as all its income is charitable and is applied for charitable purposes.

Pension costs and other post-retirement benefits

The charity has implemented a scheme through NEST, the workplace pension set up by the government.

Trustees' remuneration and benefits

There were no trustees' remuneration, expenses paid or other benefits for the years ended 31 March 2023 and 31 March 2022.

2 Income from charitable activities

	Unrestricted	Restricted	2023 Total	2022 Total
	£	£	£	£
Grant and donation income				
John Lyon's Charity	-	36,000	36,000	35,000
Barnet Community Fund	-	5,000	5,000	2,457
Lady Ryder of Warsaw Memorial Trust	-	-	-	5,000
National Lottery	-	10,000	10,000	13,200
UK Youth	-	-	-	2,115
Hornsey Parochial Charities	-	-	-	3,000
Schroder Charity Trust	-	-	-	2,000
Jack Petchey Foundation	1,800	5,000	6,800	3,250
Other grants	5	-	5	2,458
Total income	1,805	56,000	57,805	68,480

Exposure Organisation Limited

3 Expenditure

	Unrestricted	Restricted			2023 Total	2022 Total
		National Lottery	John Lyon's Charity	Other		
	£	£	£	£	£	£
Staff	-	-	31,912	11,019	42,931	42,579
Freelance	-	11,064	-	30,402	41,466	27,449
Communications	-	-	511	302	813	892
Equipment & stationery	-	-	-	429	429	1,419
Insurance	306	-	-	-	306	267
Independent examination	-	-	-	2,280	2,280	2,150
Payroll services	-	-	-	-	-	468
Depreciation	-	-	-	1,504	1,504	1,273
Sundry	1,334	-	-	-	1,334	2,641
Total expenditure	1,640	11,064	32,423	45,936	91,063	79,146

3a Expenditure (prior year)

	Unrestricted	Restricted			2022 Total	2021 Total
		National Lottery	John Lyon's Charity	Other		
	£	£	£	£	£	£
Staff	-	7,410	17,890	17,279	42,579	44,128
Freelance	-	2,776	16,694	7,979	27,449	24,477
Communications	-	-	-	892	892	1,168
Equipment & stationery	-	-	152	1,267	1,419	984
Insurance	-	-	-	267	267	259
Independent examination	-	-	-	2,150	2,150	2,000
Payroll services	-	-	468	-	468	468
Depreciation	-	-	-	1,273	1,273	1,272
Sundry	1,194	-	-	1,447	2,641	914
Total expenditure	1,194	10,176	35,204	32,572	79,146	75,670

Exposure Organisation Limited

4 Staff costs and trustee remuneration and expenses

	2023	2022
	£	£
Salaries and wages including social security	38,596	38,596
Employer's contribution to defined contribution pension schemes	5,629	3,983
	<u>43,040</u>	<u>42,579</u>

No employee earned more than £60,000.

The total employee remuneration and benefits including pension contributions of key personnel were: £43,040 (2022: £42,579).

The trustees were not paid and did not receive any other benefits from employment with the charity in the year, neither were they reimbursed expenses during the year. No trustee received payment for professional or other services supplied to the charity.

The average number of employees (head count based on number of staff employed) during the year was 1 (2022: 1)

5 Tangible fixed assets

	Equipment £
Cost	
At 1 April 2022	5,089
Additions	928
Disposals	-
At 31 March 2023	<u>6,017</u>
Depreciation	
At 1 April 2022	3,817
Charge for year	1,504
Disposals	-
At 31 March 2023	<u>5,321</u>
Net book value	
At 31 March 2023	<u>696</u>
At 31 March 2022	<u>1,272</u>

Exposure Organisation Limited

6 Creditors: amounts falling due within one year

	2023	2022
	£	£
Accruals	11,609	8,430
Deferred income	8,000	48,200
	<u>19,609</u>	<u>56,630</u>
Deferred income		
Balance at the beginning of the year	48,200	47,242
Amount released to income in the year	(44,200)	(47,242)
Amount deferred in the year	4,000	48,200
Balance at the end of the year	<u>8,000</u>	<u>48,200</u>
Deferred income comprises		
John Lyon's Charity	4,000	
Balance at the end of the year	<u>4,000</u>	

7 Analysis of net assets between funds

	Unrestricted funds		Restricted funds	Total funds
	Undesignated	Designated		
	£	£	£	£
Tangible fixed assets	696	-	-	696
Net current assets	39,882	50,000	-	89,882
Net assets at 31 March 2023	<u>40,578</u>	<u>50,000</u>	<u>-</u>	<u>90,578</u>

7a Analysis of net assets between funds (prior year)

	Unrestricted funds		Restricted funds	Total funds
	Undesignated	Designated		
	£	£	£	£
Tangible fixed assets	1,273	-	-	1,273
Net current assets	7,700	100,000	-	107,700
Net assets at 31 March 2023	<u>8,973</u>	<u>100,000</u>	<u>-</u>	<u>108,973</u>

Exposure Organisation Limited

8 Movement in funds

	At 1 April 2022 £	Net movement in funds £	Transfer between funds £	At 31 March 2023 £
Unrestricted funds				
Undesignated	8,973	15,028	16,577	40,578
Designated	100,000	-	(50,000)	50,000
	<u>108,973</u>	<u>15,028</u>	<u>(33,423)</u>	<u>90,578</u>
Restricted funds				
John Lyon's Charity	-	3,577	(3,577)	-
National Lottery	-	(1,064)	1,064	-
Other	-	(35,936)	35,936	-
	<u>-</u>	<u>(33,423)</u>	<u>33,423</u>	<u>-</u>
Total funds	<u>108,973</u>	<u>(18,395)</u>	<u>-</u>	<u>90,578</u>

8a Movement in funds (prior year)

	At 1 April 2021 £	Net movement in funds £	Transfer between funds £	At 31 March 2022 £
Unrestricted funds				
Undesignated	18,446	2,084	(768)	18,446
Designated	100,000	-	-	100,000
	<u>118,446</u>	<u>2,084</u>	<u>(768)</u>	<u>118,446</u>
Restricted funds				
John Lyon's Charity	-	(204)	204	-
National Lottery	-	824	(824)	-
Other	-	(12,085)	12,085	-
	<u>-</u>	<u>(11,465)</u>	<u>11,465</u>	<u>-</u>
Total funds	<u>118,446</u>	<u>(9,473)</u>	<u>-</u>	<u>108,973</u>

9 Related party transactions

There are no related party transactions to disclose for 2023 (2022: none).